



Request for City Council Committee Action
**From the Department of
CIVIL RIGHTS**

Date February 20, 2003
To Ways & Means/Budget Committee
Referral to

Subject 1) Whether current construction employment goals on the New Central Library Project can be enhanced, and 2) Feasibility of conducting a study of overall City construction employment goals and prepare a report of these goals within 30 days.

Recommendation

Data regarding race and sex by occupational category is necessary to accurately calculate construction goals. This information is available only through the Census Bureau and it is expected to be released by late Summer or early Fall of 2003. When the data becomes available the employment goals for all City assisted projects will be reevaluated.

Previous Directives

Staff directed to report in 2 weeks regarding possibility of enhancing New Central Library goals and to prepare a report within 30 days addressing overall City construction goals.

Prepared or Submitted by: Roger Nubbe, Contract Compliance Manager, 673-3324

Approved by: Vanne Owens-Hayes, Director, 673-2147

Presenters in Committee: MDCR

Financial Impact (Check those that apply)

☒ No financial impact - or - Action is within current department budget.
(If checked, go directly to Background/Supporting Information)

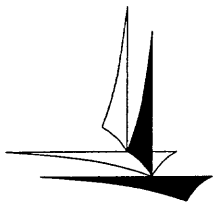
- ☐ Action requires an appropriation increase to the Capital Budget
- ☐ Action requires an appropriation increase to the Operating Budget
- ☐ Action provides increased revenue for appropriation increase
- ☐ Action requires use of contingency or reserves
- ☐ Other financial impact (Explain):

☐ Request provided to the Budget Office when provided to the Committee Coordinator

Community Impact (use any categories that apply)

Neighborhood Notification
City Goals
Comprehensive Plan
Zoning Code
Other

Background/Supporting Information Attached



Minneapolis
City of Lakes

Department of Civil Rights

Vanne Owens Hayes
Director

350 South 5th Street - Room 239
Minneapolis MN 55415-1314

Office 612 673-3012
Fax 612 673-2599
TTY 612 673-2044

Date: February 20, 2003

To: Ways & Means Committee, Minneapolis City Council

From: Minneapolis Department of Civil Rights

Re: Revision of New Central Library construction workforce goals and overall workforce goals on City assisted construction projects.

On February 10, 2003 Ways & Means/Budget Committee approved the New Central Library's implementation Committee's recommendation regarding SUBP goals, procedures and assistance program and issued the following directive to staff:

- 1) Examine current employment goals for this project and report back in two weeks on whether the goals could be enhanced.
- 2) Conduct a thorough study on overall City goals and report back to Ways & Means with information in 30 days.

GOAL SETTING HISTORY

In the late 1980's the MDCR conducted a study to determine goals for women and minorities on City assisted construction projects. The goals were set at 4% for women, 8% for skilled minorities and 15% for unskilled minorities. These goals were arrived at after consideration of a number of factors. These factors included:

- (1) The percentage of minorities and women employed in the construction trades in the Metropolitan Statistical Area (MSA),
- (2) The percentage of minorities and women employed in the construction trades in the local area,
- (3) The percentage of minorities and women union members in the local area and
- (4) The population percentage of minorities in the local area.

ISSUES AFFECTING GOAL SETTING

The construction industry is by nature, seasonal, temporary and highly mobile. Most persons do not live in the area where they work and once a project is complete they can be laid off or reassigned to another part of the state. While we would like to restrict the goals to equal the minority population of the City, this would not be legally defensible. Therefore, it becomes necessary to consider all relevant factors to determine the availability of minorities and women.

Factors 1 and 2 above are derived from census data. Factor 3 can be obtained from the federal government or the Unions themselves. Factor 4 is already available. Unfortunately, census information regarding

employment by occupation by race and sex is not yet available. According to the State Demographer's Office, the data should be released later this year. Purportedly, the reason for the delay is the increased number of racial categories in the 2000 census make it difficult to properly assign ethnicity to the various occupational categories.

RECOMMENDATION

Like any affirmative action goal, the goals for City construction projects should be reasonable and attainable. In order for the goals to be reasonable and attainable they must be supported by accurate data to back them up. The census data relative to race and sex by occupation is critical, but at this point, is not yet available. Therefore, any new goal set could be seriously challenged.

The recommendation is to revisit the construction goals for both the New Central Library and all other City construction projects after the census data is obtained. It is anticipated that this data will be released in Summer or early Fall of 2003.